

Your Sparring-Partner - Dedicated solely to the Family Business

Specialists for

- Corporate Development
- Management of the Family
- Succession Planning

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Our Credo



Retain best practice. Rethink the future.

Our Commitment



We are the entrepreneur's trusted advisor for important decisions regarding the company's sustainable development and succession planning.

- We provide assistance in strategic re-positioning and in securing the **long-term survivability of the company**.
- As specialists in **corporate metamorphosis** (re-orientation, restructuring, building up new management teams) we accompany companies into a new future.
- On request, we take on the role of a "**general contractor**" for planning and realizing the **entrepreneur's succession**.
- We can rely on a strong **network**: management consultants, lawyers, chartered accountants, tax counselors, M&A consultants, specialists in executive search, financiers (private investors, private equity specialists).
- If necessary, we also actively go into **corporate risk**.

Our Ethical Values



Ensuring the prosperous existence of a family business in the long-term - that's our challenge.

This means, for example:

- Exploring growth potentials by **mobilizing** existing company resources and by extending existing competencies.
- Initializing and accompanying **corporate transitions** and - if necessary - providing the two most important resources: management und finance.
- **Pro-active management** of inter-generation changes.
- Developing **sustainable solutions for entrepreneur succession**.

CONTINUUM relies on the proven.
This leads a healthy core to bloom anew.

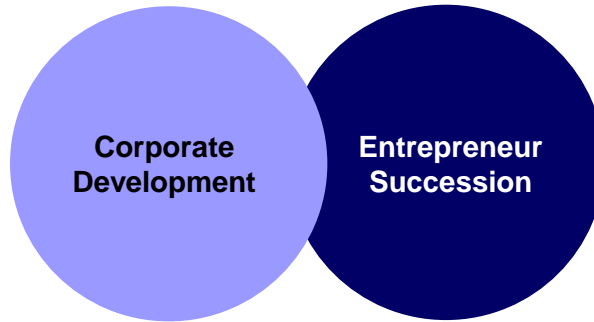


Our Spectrum of Activities



Corporate development & entrepreneur succession are influencing each other. Managing this interface is our strength.

- Corporate Strategy
- Value Enhancement Program
- Performance Management
- Corporate Governance
- New Advisory Board

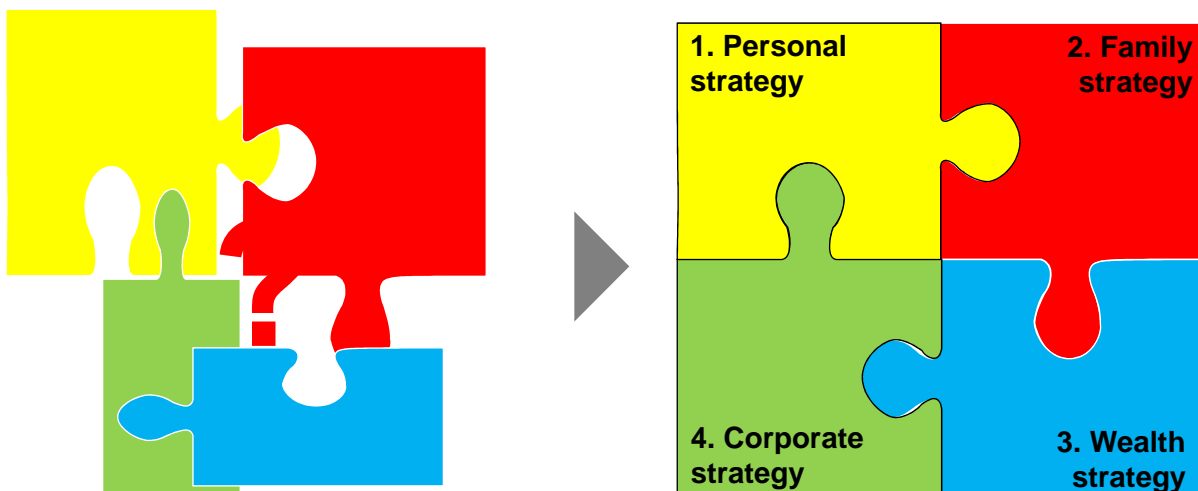


- Work-Life-Balance
- Owner Strategy
- Family charter
- Family Council
- Succession Concepts
- Successor Development

The four essential Strategies



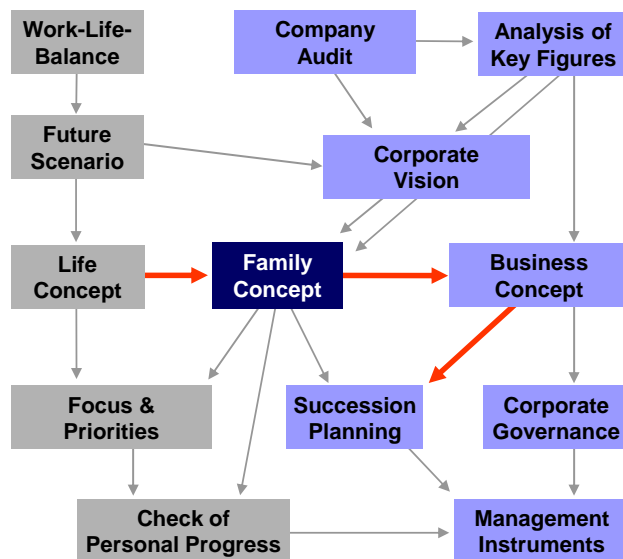
Top performance requires the intensive coordination of the four strategies that have to be developed in interdependence of each other.



Planning the Entrepreneur Succession



13 instruments to systematically plan the entrepreneur succession.



Before systematically initializing the succession, the entrepreneur's life concept and his/her main needs for change have to be clarified, based on an individual work-life-balance analysis

After consulting the family and finding out their priorities, consequences for the company can be derived.

This only works if the "meta strategies" for the company are consistent.

Determining the financial key figures - one step in succession planning - will show, whether there are enough funds for implementing the company's new conception.

Further prospering of the family business requires active corporate governance and application of suitable management tools.

Challenges in each Phase of Life



An early planning of one's own retirement is crucial.



- When still young, work-life-balance and one's own fields of interest have to be consciously planned and designed.
- From the age of 50 onwards, the owner's strategy is of central importance. How to optimize the company's financial development, the family's fortune and one's own provision?
- Succession planning should start more than 5 years ahead of the relevant date. A family council or members of the advisory board with an external point of view can provide valuable help.
- Settling the inheritance is always linked with tax and provision considerations. Are there sufficient financial resources for the entrepreneur's retirement?

Characteristics of the CONTINUUM Approach



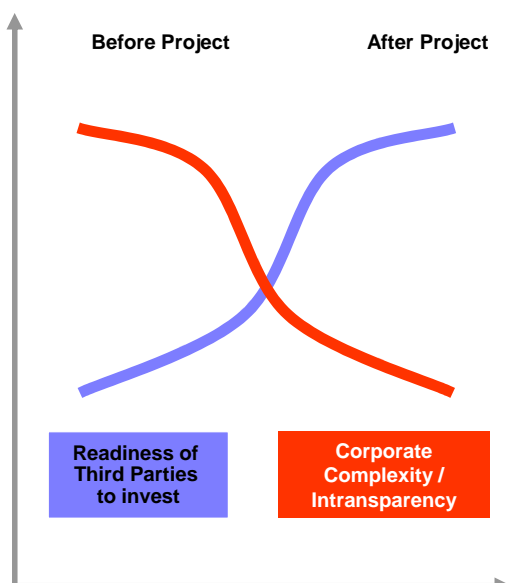
We develop only individual, tailor-made solutions with strong value enhancement.

- We are the **entrepreneur's sparring partner**, and we take care of all his concerns.
- Depending on need and situation, we can take on different roles.
- We are sparring partner, coach, **confidant** and method specialist. Or we manage a project for strategic re-orientation, corporate re-structuring or for implementing corporate governance.
- On request, we are ready to actively take over the role of the entrepreneur: as intermediary for raising funds, but also as **co-entrepreneur**.

Your Advantage



Decreasing corporate complexity & intransparency increases the readiness of third parties to invest.



At the beginning, there is not enough clarity regarding the corporate vision and the company's future positioning in the market. The corporate structure is not convincing, the company's performance is weak. Investors hesitate to invest: complexity is simply too big.

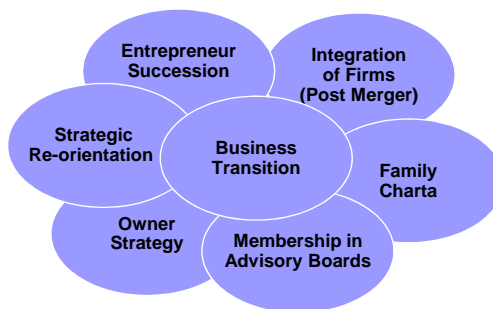
After the project, corporate complexity has considerably decreased. A motivating vision, a strategy corresponding to real market conditions and modern structures as well as convincing performance reports leave only few questions open. The investor knows, where he invests his money. And he is doing it with conviction.

Many years experience in change management.

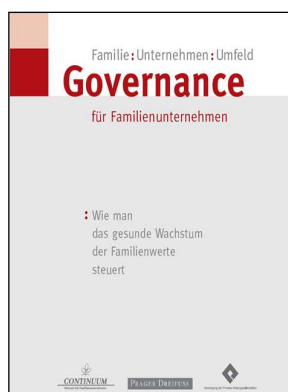
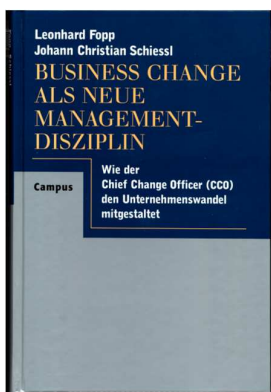


- Leonhard Fopp is a business economist and CMC (Certified Management Consultant).
- For more than 26 years he has been coaching corporate change programs.
- **16 years entrepreneur**
Founder, managing partner of SCG St. Gallen Consulting Group, sold with 80 employees in 2000.
- His focus is on the consumer industry, manufacturing companies and financial services.

- **12 years experience as member of the advisory board** of a well-known Swiss company (coaching turnaround).
- 10 years lecturer at the University of St. Gallen.
- President of the Family Business Network (Deutsche Schweiz) and Past president of ASCO - Association of Management Consultants Switzerland.



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